



## Summary of the Gender Equality Plan of Lancaster University Management School (LUMS)

2022

## Overview

In line with the Equalities Act 2010/2017, Lancaster University Management School

No	Area of Intervention	Action Point	Action Target
1	Gender Disaggregated Data Development	This action point is to develop and harmonize LUMS Gender Equality Data	7 K H L Q V W L W X W L R Q change is to have a comprehensive and regularly updated set of numerical indicators to assess the status of gender equality at LUMS, and that will be commuq 200.8rP1342

6	Gender Equality Awareness Raising	This action point is to develop awareness of gender inequality issues.	7 KH LQ VWLWXWLRQ change are: - an increased awareness of persisting gender inequality in public and private lives; - a strengthened commitment to advance gender equality through research, education and decision-making; - an increased awareness of GE activities and actions in LUMS to advance gender equality.
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To secure gender equality at LUMS, we make sure that areas of intervention are covered and addressed via concrete measures and targets through work-life balance and organisational culture; ensuring gender balance in leadership and decision-making as well as gender equality in recruitment and career progression; integrating of the gender dimension into research and teaching content; developing measures against gender-based violence including sexual harassment.

## Methodology

To ensure the fulfilment of the GEP, LUMS areas of intervention are focused on understanding how gender inequality is embedded in the structures, processes,